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29 AUG 1977

Executive Registry
77-7577/4

MEMORANDUM FOR: Acting Deputy Director of Central Intelligence

FROM : F. W. M. Jarney
Director of Personnel

SUBJECT : FY 77 APP Counseling Cases

REFERENCES : (a) Memo for DD's and Ch. Exec. Career Ser. fr
D/Pers dtd 10 Jun 77, subj: FY 77 APP
(b) Memo for DDCI fr D/Pers dtd 5 May 77, subj:
FY 77 APP

1. Action Requested: None; for information only.

25X1 2. The FY 77 APP required the Career Services to report the
number of employees ranked in the low percentile due to weak or poor
performance. [] individuals were reported as having
25X1 been so ranked for three consecutive years and an additional []
two consecutive years. Following the review of the APP, reference (a)
25X1 was issued requesting a special accounting be made to the Director
of Personnel of these [] individuals, to include a name listing
and the corrective action taken or to be taken prior to 30 September
1977.

25X1 3. Of the FY 77 APP totals the DDI reported [] and the DDS&T
25X1 reported [] employees in the combined two categories of interest. On
25X1 the special name report requested by reference (a) the DDI listed by
name only [] and DDS&T listed [] The discrepancies were caused by
double and triple counting and erroneous inclusions in the Directorate
APP. The DDO and DDA reports essentially matched their APP submissions.

25X1 4. Two charts providing a statistical accounting of the Career
25X1 Service name listings are forwarded herewith as Attachment A. Of the
[] identified in the two year group [] have been or will be resolved
by 30 September by retirement, resignation or improved performance.
Of the [] low ranked for three consecutive years [] have been or will
be resolved in like manner by 30 September.

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5. Attachment B to this memorandum is a list by Career Service of the counseling cases and includes information such as age, grade, descriptor for the individuals and a statement regarding the action taken. It is divided into two sections, cases already resolved and those still in process.

6. You will note on Attachment B individuals whose performance does not merit their being ranked in the low percentiles. These individuals have been placed on the list by their components because they are truly excess to the needs of the Service or as a result of numerical ranking, such individuals will not be closely monitored by the Office of Personnel. Those cases which are due to weak or poor performance that have not yet been resolved will be monitored by the Office of Personnel and status reports on their progress will be requested quarterly. Those we intend to monitor are indicated on Attachment B by brackets.

[Redacted Signature]

F. W. M. Janney

25X1

Atts.

As Stated

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